

Senate Study Bill 1231 - Introduced

SENATE FILE _____
BY (PROPOSED COMMITTEE
ON JUDICIARY BILL BY
CHAIRPERSON SODDERS)

A BILL FOR

1 An Act relating to awards of certain damages for wage
2 discrimination claims under the Iowa civil rights Act.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 216.15, subsection 9, paragraph a,
2 subparagraph (9), Code 2015, is amended to read as follows:

3 (9) (a) For an unfair or discriminatory practice relating
4 to wage discrimination pursuant to section 216.6A, payment
5 to the complainant of damages for an injury caused by the
6 discriminatory or unfair practice which damages shall include
7 but are not limited to court costs, reasonable attorney fees,
8 and either of the following:

9 {a} (i) An amount equal to two times the wage differential
10 paid to another employee compared to the complainant for the
11 period of time for which the complainant has been discriminated
12 against.

13 {b} (ii) In instances of willful violation, an amount equal
14 to three times the wage differential paid to another employee
15 as compared to the complainant for the period of time for which
16 the complainant has been discriminated against.

17 (b) Damages shall not be awarded pursuant to this
18 subparagraph (9) for an injury caused by a discriminatory or
19 unfair practice that occurred more than two years prior to the
20 filing of a complaint with the commission.

21 EXPLANATION

22 The inclusion of this explanation does not constitute agreement with
23 the explanation's substance by the members of the general assembly.

24 This bill prohibits the awarding of damages for
25 discriminatory or unfair practices relating to the payment of
26 wages pursuant to Code section 216.6A for an injury caused by a
27 discriminatory or unfair practice that occurred more than two
28 years prior to the filing of a complaint with the Iowa civil
29 rights commission.